

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 18 (BU 18)**

**Exclusive Employee Representative  
California Association of Psychiatric Technicians (CAPT)**

**Number of Employees:** Approximately 6,098 full-time equivalents

**I. Retirement**

***Benefit Formula Calculation***

- Effective with the pay period following legislative enactment, Bargaining Unit 18 (BU 18) Miscellaneous and Industrial First Tier retirement members, first employed by the state, will be subject to the "New 2010 First Tier Retirement Formula" of 2% at age 60 (from current 2% at 55).
- Effective with the pay period following legislative enactment, BU 18 State Safety retirement members, first employed by the state, will be subject to the "New 2010 First Tier Retirement Formula" of 2% at age 55 (from current 2.5% at 55).

***Employee Pension Contribution***

- Effective with the pay period following legislative enactment, current BU 18 Miscellaneous and Industrial members in the First Tier retirement category shall have their contribution increased from 5% to 10% of monthly compensation over \$513.
- Effective with the pay period following legislative enactment, current BU 18 State Safety retirement members shall have their contribution increased from 6% to 11% of monthly compensation over \$317.

***CalPERS Transparency***

- To ensure the sustained funding and solvency of the retirement system, CAPT agrees it will not oppose legislation requiring CalPERS to use supportable assumptions and data that will be evaluated by another party who is agreeable to DPA and CAPT.

**II. Compensation**

***Adjusted Pay Ranges***

- Effective January 1, 2012 all BU 18 represented classifications shall be adjusted by increasing the maximum step of the pay range by 5%. This only applies to BU 18 employees who reach the top step of the pay range.

***Personal Leave Program (PLP 2010)***

- Effective with the beginning of the first pay period following legislative enactment, the Personal Leave Program (PLP 2010) will apply to BU 18 employees. This program shall remain in effect for twelve months.

### **III. Health Benefits**

#### ***Employer Contribution***

- Effective upon legislative enactment, the State's monthly contribution to the health insurance portion of the employee's CoBen<sup>1</sup> allowance will be set at a dollar amount that equals the "80/80 formula",<sup>2</sup> resulting in the following CoBen allowance amounts: \$441 for 1-party, \$865 for 2-party, and \$1134 for family coverage.

Effective January 1, 2011, the State will raise its contribution so the dollar amount continues to equal the 80/80 formula of other employees in the 80/80 formula.

### **IV. Miscellaneous**

- The State will not implement a new furlough program for BU 18 employees during the term of this contract which expires July 1, 2012.
- If any other State bargaining units enter into an agreement that does not have pension reform, and provides a greater value than that provided to BU 18, then CAPT, may reopen related economic provisions of its MOU and meet and confer in good faith and discuss the similar or equivalent increases to be provided to CAPT members and the implementation plan.
- The State and CAPT agree to present to the Legislature, as part of the legislation implementing this Memorandum of Understanding (MOU), a provision to appropriate funds to cover the economic terms of this agreement through July 1, 2012.
- The State and CAPT agreed to delete Lincoln's Birthday and Columbus Day as recognized holidays.
- Employees that work on January 1<sup>st</sup>, the last Monday in May, July 4<sup>th</sup>, the first Monday in September, Thanksgiving Day or Christmas shall receive one and one-half times the employee's regular rate of pay for each hour worked on the holiday.

### **V. Duration**

- July 1, 2010, through July 1, 2012

### **VI. Agreement**

- The complete Tentative Agreement between the State and CAPT is posted at:

<http://www.dpa.ca.gov/bargaining/contracts/index.htm>

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<sup>1</sup> CoBen, or Consolidated Benefits, is the State's combined contribution toward the employee's health, dental, and vision coverage.

<sup>2</sup> Under this formula, the employer contribution for single-party coverage is 80 percent of that year's weighted average premium of the four plans with the highest employee enrollment (80 percent for dependent coverage).